

**PROCEEDINGS OF THE BROWN COUNTY BOARD OF SUPERVISORS**  
**NOVEMBER 12, 2001**

Pursuant to Section 19.84 and 59.14, Wis. Stats., notice is hereby given to the public that the ANNUAL BUDGET meeting of the **BROWN COUNTY BOARD OF SUPERVISORS** was held on **Monday, November 12, 2001, at 9:00 a.m.**, in the Legislative Room, 100 North Jefferson Street, Green Bay, Wisconsin.

The following matters will be considered:

Call to order.

Invocation.

Pledge of Allegiance to the Flag.

Opening Roll Call:

Present: Antonneau, Bunker, Krueger, Hansen, Queoff, Vanden Plas, Collins, Clancy, Fleck, Watermolen, Schillinger, Schadewald, Schmitz, Schmitt, Kaye, Bicoy, Johnson, Kuehn, Marquardt, Moynihan, Simons, Williquette

Total Present: 22

Supervisor Zima arrived at 9:05 a.m.

Supervisor Haefs arrived at 9:08 a.m.

**No. 1 -- Adoption of Agenda.**

A motion was made by Supervisor Krueger and seconded by Supervisor Bunker adopt the agenda as modified. Vote taken. Motion carried unanimously with no abstentions.

**No. 2 -- Approval of minutes of County Board Meeting of October 17, 2001.**

A motion was made by Supervisor Antonneau and seconded by Supervisor Schmitt to adopt the minutes. Vote taken. Motion carried unanimously with no abstentions.

**No. 3 -- Announcements of Supervisors. None.**

**No. 4 -- Communications.**

**No. 4a -- From Rita Coenen, Alternative Bridge Coalition, re: Alternative Bridge. (De Pere)**

Refer to Planning, Development and Transportation Committee.

**No. 4b -- From Supervisor Schillinger regarding: Dog Park.**

Refer to Education and Recreation Committee.

**No. 5 -- Late Communications.**

**No. 5a -- From Supervisor Zima requesting that a referendum question be placed on the April 2, 2002 ballot asking the voters of Brown County as follows: "Shall Brown County bond for and build a new MHC at a cost not to exceed \$39 million?"**

Refer to Executive Committee.

**No. 6 -- Appointments by County Executive.**

**No. 6a -- Confirmation of appointment of Tom Miller as Airport Director.**

A motion was made by Supervisor Vanden Plas and seconded by Supervisor Krueger to approve. Vote taken. Motion carried unanimously with no abstentions.

**No. 6b -- Appointment of David Tellock, Public Safety Communications Director and David Hemes, Emergency Government Director (Interim) to EMS Council.**

A motion was made by Supervisor Fleck and seconded by Supervisor Moynihan to approve. Vote taken. Motion carried unanimously with no abstentions.

**No. 7a -- Report by County Executive.**

County Executive Nusbaum stated that she has worked effectively with the Board to solve jail issues, construction of a new arena, and a combined Public Safety Department. In addition, a tri-county regional solid waste and recycling agreement was accomplished.

Ms. Nusbaum indicated the Salary/Market adjustment included in the 2002 budget has a zero increase on the property tax levy and she believes it is a good plan.

Ms. Nusbaum said she takes pride in maintaining a good working relationship with the Board of Supervisors and the fact that she has never used her veto power during her tenure shows the proof. She also stated that she was willing to compromise with supervisors on this year's budget as well.

**No. 7b -- Report by Board Chairman.**

Chairman Watermolen announced to supervisors that a trip to view other counties' mental health center facilities is tentatively set for December 7, 2001. He encouraged all supervisors to participate, stating that it would be time well spent.

**No. 8 -- Other Reports.**

**No. 8a -- Treasurer's Financial Report for the Month of August 2001.**

#### **BROWN COUNTY TREASURER'S FINANCIAL REPORT FOR THE MONTH OF AUGUST**

Following is a statement of the County Treasurer of the Cash on Hand and in the General Account of the Brown County Treasurer as of AUGUST 31, 2001:

Associated Bank	\$	1,175,191.60
Wisconsin Development Fund		100,000.00
Sweep Account (Repurchase Agreements)		3,964,377.90
Deposits in Transit		185,422.60

Emergency Fund	70,115.16
Non-sufficient Fund Checks Redeposited	196.13
PBA Sweep Account	(333,646.68)
Deposit Adjustment	00.00
Bank Error(s)	00.00
<b>Total</b>	<b><u>5,161,656.71</u></b>
Less Outstanding Checks	(2,130,553.60)
Other Reconcilable Items	00.00
<b>Balance Per Cash Book</b>	<b>\$ <u>3,031,103.11</u></b>

Following is a statement of the County Treasurer of the Working Capital reserves placed in time deposits in the designated public depositories within Brown County for the purpose of investments as of August 31,2001:

Year-to-Date Interest Received – Prior Month	\$ 3,581,370.44
Interest Received – Current Month	<u>505,181.22</u>
Year-to-Date Interest Received on unrestricted funds	<b>\$ 4,086,551.66</b>
 Working Capital Reserves Invested	 \$ 105,300,563.50
Restricted Investments	<u>3,896,426.44</u>
Total funds invested	<b>\$ 109,196,989.94</b>

I, Kerry M. Blaney, Brown County Treasurer, do hereby certify that the above statement of Cash on Hand and in the General Account as of August 31, 2001, and the statement of Investments for the month of August have been compared and examined, and found to be correct.

\s\ Kerry M. Blaney  
County Treasurer

A motion was made by Supervisor Clancy and seconded by Supervisor Schillinger to adopt. Vote taken. Motion carried unanimously with no abstentions.

Approved by: \s\ Nancy J. Nusbaum, County Executive Date: 11/27/2001

**No. 8b -- Report of the Mental Health Center Subcommittee – Recommendation of vendor for Mental Health Center.**

TO THE MEMBERS OF THE BROWN COUNTY  
BOARD OF SUPERVISORS

Ladies and Gentlemen:

The MENTAL HEALTH CENTER REVIEW SUBCOMMITTEE met in special session on November 12, 2001, and recommends the following motions:

1. Recommendation of vendor for Mental Health Center.  
Contract with Innovative Health Associates to do a peer review for the Mental Health Center Design.

A motion was made and seconded to adopt.

Recommendation made at November 12, 2001 meeting prior to the County Board meeting that Innovative Health Associates (IHA) be the contracted vendor to conduct a peer review of the proposed Mental Health Center.

Supervisor Kaye stated that the committee was pleased that 6 vendors replied to the second Request for Proposals (RFPs) because only one vendor responded to the first RFP. He said the next step would be to set up a meeting with Brown County Purchasing and IHA to review, evaluate, and analyze the new MHC project as it pertains to the three licenses.

Supervisor Zima asked the committee to direct the vendor, IHA, to consider alternate designs than the village concept, otherwise, he feels they won't look at other options. He would like to know whether another design could save us literally 10's of millions of dollars. People who previously couldn't relate to the huge costs, are starting to pay attention to this subject. Overall the new facility's cost is too high. The whole point of this study is to determine whether alternative designs would be more cost effective.

Supervisor Schillinger chose Innovative Health Associates with over 30 years of experience. Mr. Schillinger stated three different entities are reviewing the building including a health consultant, CR Meyers and Shake & Associates. Their opinion is that a village design is the only way to go. Box concepts are out of date and not good for the clientele. IHA has already reviewed plans and are ready to start. The first of the year they will be making some possible cost savings recommendations. They are going to work with the Mental Health Center, Human Services and Facilities staff. Mr. Schillinger asked supervisors to consider the committee's recommendation of this firm.

Supervisor Bicoy echoed Supervisor Schillinger's comments. Costs should be compared with other counties' facilities. He stated that design benchmarks should be compared. If these are not in line then they should be reviewed. He supports IHA because they are experts on health care designs and they are not local, but from the Neenah/Menasha area.

Supervisor Collins stated that there are two plans. One that says go forward and the other says delay. He said the people of this county don't have time to look at detailed plans; that is the job of the Supervisors. We don't need a referendum on every issue. There is no end to the no, no supervisors on this board who are shortsighted people that don't have a plan of their own.

Supervisor Marquardt stated that no matter which design they decide on (neighborhood or institutional), they still will be criticized. Institutional can be done for \$4 million less and the programming is what's important. She suggested the December agenda include a question, "Do you support the neighborhood design of the facility?" That way the County Board could direct the design and settle the matter.

Chairman Watermolen asked Supervisor Bunker if she wanted this to come back to the Board. Supervisor Bunker felt comfortable with this since they have nothing to hide. Chairman Watermolen felt that there are a lot of angles on the construction and thought perhaps the current design could be improved.

Supervisor Zima stated that the "heart of the matter" is state mandates. The village/neighborhood concept is not mandated. He said the point of the study is to look at other

designs to see the advantages and disadvantages and then make a choice. He asked the Chair of the committee to request the vendor look at other designs, which may have efficiencies; otherwise, we are tying their hands in the sand and putting blinders on them. Supervisor Zima wants a complete analysis of designs ranging from \$60,000 to \$120,000 per bed.

Supervisor Schmitt agreed with Supervisor Bunker and Supervisor Bicoy. He stated that it is good that the Board understands the neighborhood concept design and offered his support to put it on the agenda for December.

Supervisor Collins again stated that to put it on the agenda would create a delay. Decisions were made. People could have been at the meetings to look at alternative designs and they weren't there. He said it's ridiculous that at this hour we are stopping this decision. He asked the majority of the board to stand up and say, "You had your opportunity, now accept the vote". He said if this body accepts the neighborhood concept, let it go forward then.

Voice vote taken. Motion carried unanimously with no abstentions.

**No. 9 -- Standing Committee Reports.**

**No. 9a -- REPORT OF ADMINISTRATION COMMITTEE OF NOVEMBER 1, 2001**  
**(non-budget items)**

TO THE MEMBERS OF THE BROWN COUNTY  
BOARD OF SUPERVISORS

Ladies and Gentlemen:

The ADMINISTRATION COMMITTEE met in regular session (non-budget items) on November 1, 2001, and recommends the following motions:

1. Review minutes of:
  - a. Housing Authority (8/27/01).
  - b. Facilities Master Plan (10/11/01).Receive and place on file items a-b.
2. **Late Communication:** Frank Bennett, 2400 Ingold Court presented before committee.  
No action.
3. **Closed Session** pursuant to Sec. 19.85(1)(g) conferring with legal counsel for the County Board who will be rendering oral and/or written advice concerning strategy to be adopted by the County Board with respect to litigation in which it is likely to become involved – Oneida taxation issues.
  - a. Go into closed session. Roll Call Taken: Present: 4(Schadewald, Krueger, Fleck, Queoff); Excused: 1(Clancy).
  - b. Return to regular order of business. Roll Call Taken: Present: 4(Schadewald, Krueger, Fleck, Queoff); Excused: 1(Clancy).
  - c. No action taken.
4. Ordinance re: Amending Section 3.01 of the Brown County Code relating to Public Works Projects. (Held from previous meeting.) Hold until next month.
5. Update on remodeling of Council Chambers at City Hall. (Held from previous meeting.) Hold until next month.

6. Communication from Supervisor Ken Simons re: Request that the Finance Department review the advantages of refinancing Brown County's General Obligation Bonds. (Referred from October County Board.) No action.
7. Treasurer – Treasurer's Financial Report for the month of August 2001. Receive and place on file.
8. Treasurer – Oneida properties/taxable issues. (To be distributed at meeting.) (This item was presented during Closed Session.)
9. Human Resources – Human Resources Monthly Committee Report (October 2001). Receive and place on file.
10. Corporation Counsel – Resolution re: Disallowance of Claim (Estate of Terra Lee Zabel). Committee approved. See Resolutions, Ordinances November County Board.
11. Corporation Counsel – Resolution re: Disallowance of Claim (Melissa Laabs). Committee approved. See Resolutions, Ordinances November County Board.
12. Facility Management – Approval to request a rezoning from the City of Green Bay (located at the County Farm) for plus or minus 24 acres of land from residential park to institutional zoning for the proposed Mental Health Center. Approve.
13. Facility Management – Request from Chair Schadewald that the Facilities Master Plan Subcommittee summarize a report for this committee. (Request from previous meeting.) Receive and place on file.
14. Facility Management – Monthly Activity Report. Receive and place on file.
15. Department of Administration – 2001 Budget Transfer Log. Receive and place on file.
16. Department of Administration – Monthly Activities Report (September 24 through October 19, 2001). Receive and place on file.
17. Audit of Bills. Pay the bills.

A motion was made by Supervisor Schadewald and seconded by Supervisor Antonneau to adopt. Vote taken. Motion carried unanimously with no abstentions.

Approved by: \_\_\_\_\_ \s\ Nancy J. Nusbaum, County Executive

Date: 11/27/2001

**No. 9b -- REPORT OF EDUCATION AND RECREATION COMMITTEE OF OCTOBER 25, 2001 (non-budget items)**

TO THE MEMBERS OF THE BROWN COUNTY  
BOARD OF SUPERVISORS

Ladies and Gentlemen:

The EDUCATION AND RECREATION COMMITTEE met in regular (non-budget items) session on October 25, 2001, and recommends the following motions:

1. Review minutes of:
  - a) NEW Zoo Advisory Committee (9/25/01). Receive and place on file.
2. Arena/Expo Centre – Attendance Report (September 2001). Receive and place on file.
3. Library – Director's report. Accept.

4. Golf Course – Daily Financial and Attendance Report (9/30/01). Receive and place on file.
5. Golf Course – Request from Mike Wood, President, Brown County Men's Club re: Holding a 4-Person Scramble Golf Outing on Monday, July 22, 2002; and request for waiver of out-of-county golf fee. Approve.
6. Golf Course – Superintendent's Report. Accept.
7. Parks – Request for Budget Transfer: Increase in Expenditures with Offsetting Increase in Revenue: Donation of \$2,000 from Thomas Davis for a rest station at the Zoo. Approve.
8. Parks – Communication from Thomas F. Delsart to Supervisor Zima re: Restrictive Closing of Gates at all public access points on the Fox River Trail. (Referred from October County Board.) Receive and place on file with information that Park Department will continue to inform people that the stated hours of the trail are from sunrise to sunset and the County Board agrees with that.
9. Parks – Director's Report. Accept.
10. Museum – Visitor Count (September 2001). Receive and place on file.
11. Museum – Request permission to apply for a grant survey of old copper sites in six counties of Northeast Wisconsin (Survey & Planning Sub Grant). Approve.
12. Museum – Director's Report. Accept.
13. Audit of Bills. Pay the bills.

A motion was made by Supervisor Antonneau and seconded by Supervisor Bunker to adopt. Supervisor Haefs requested that number 5 of the report be considered separately. Remainder of report was carried unanimously with no abstentions.

Item #5 – Waiver of fees for a Men's Club Scramble scheduled for July 22, 2002.

Supervisor Haefs was concerned that if we are going to cater to special interest groups, we should waive fees for all three tournaments scheduled.

Supervisor Hansen stated this group is for setting up a scholarship fund to help the Brown County Golf Course Junior Golf program. Mr. Delfosse, Golf Course Superintendent, stated that out of county fees have been waived for past charity events.

Supervisor Zima suggested that the fees be collected and given to the scholarship.

A motion was made by Supervisor Hansen and seconded by Supervisor Schadewald to adopt. Vote taken. Motion carried. Supervisor Haefs voted nay to item #5.

Approved by: \s\ Nancy J. Nusbaum, County Executive Date: 11/27/2001

**No. 9c -- REPORT OF EXECUTIVE COMMITTEE OF NOVEMBER 5, 2001 (non-budget items)**

TO THE MEMBERS OF THE BROWN COUNTY  
BOARD OF SUPERVISORS

Ladies and Gentlemen:

The EXECUTIVE COMMITTEE met in regular session (non-budget items) on November 5, 2001, and recommends the following motions:

1. Resolution re: Placement of the Position of Chief Deputy Register in Probate in the Non-Represented Employees' Classification and Compensation Plan. (Referred from Public Safety Committee.) Committee approved. Ayes: 5 (Bunker, Hansen, Kaye, Watermolen, Williquette); Nays: 1 (Schillinger); Excused: 1 (Schadewald). Motion Carried. See Resolutions, Ordinances November County Board.
2. Legislative Subcommittee report. (No report.)
3. County Executive report. (No report.)
4. **Closed Session:** For the purpose of deliberating whenever competitive or bargaining reasons require a closed session pursuant to Wisconsin State Statute 19.85(1)(e). In the alternative, the Executive Committee is meeting for the purpose of collective bargaining and is not subject to the Wisconsin open meetings law pursuant to 19.82 (1) of the Wisconsin State Statutes. (No closed session held.)

A motion was made by Supervisor Schillinger and seconded by Supervisor Bunker to adopt. Vote taken. Motion carried unanimously with no abstentions.

Approved by: \s\ Nancy J. Nusbaum, County Executive

Date: 11/27/2001

**No. 9d -- REPORT OF HUMAN SERVICES COMMITTEE OF OCTOBER 17, 2001 (non-budget items)**

TO THE MEMBERS OF THE BROWN COUNTY  
BOARD OF SUPERVISORS

Ladies and Gentlemen:

The HUMAN SERVICES COMMITTEE met in regular session (non-budget items) on October 17, 2001, and recommends the following motions:

1. Review minutes of:
  - a) Human Services Board (9/6/01).  
Approve item a.
  - b) Homeless Issues and Affordable Housing Subcommittee (9/17/01).
  - c) Children with Disabilities Education Board (9/17/01).
  - d) Mental Health Center Review Subcommittee (9/24/01).
  - e) Community Options Program Planning Committee (8/27/01).
  - f) Community Options Program Appeals Committee (8/27/01 and 9/24/01).
  - g) Aging Resource Center, Finance Committee (9/28/01).
  - h) Aging Resource Center Board Meeting (8/28/01).  
Approve items b-h.
2. Health Department – Authorization to draft revision to Chapter 37 to Incorporate Food Code by Reference. Approve the authorization to draft the revision.
3. Health Department – Ordinance regarding: To Repeal and Recreate Chapter 39 of the Brown County Code Entitled “Noise Control”. Hold for one month.
4. Health Department – Director’s Report. No action.



5. Human Services Department – Financial Report using August (Unaudited) projected 2001 year end. Approve.
6. Human Services – Director’s Report. (No report.)
7. Syble Hopp School Director’s Report. No action.
8. Audit of bills. Pay the bills.

A motion was made by Supervisor Marquardt and seconded by Supervisor Fleck to adopt. Vote taken. Motion carried unanimously with no abstentions.

Approved by: \_\_\_\_\_ \s\ Nancy J. Nusbaum, County Executive \_\_\_\_\_ Date: 11/27/2001

**No. 9e -- REPORT OF PLANNING, DEVELOPMENT AND TRANSPORTATION COMMITTEE AND LAND CONSERVATION SUBCOMMITTEE OF OCTOBER 24, 2001 (non-budget items)**

TO THE MEMBERS OF THE BROWN COUNTY  
BOARD OF SUPERVISORS

Ladies and Gentlemen:

The PLANNING, DEVELOPMENT AND TRANSPORTATION COMMITTEE AND LAND CONSERVATION SUBCOMMITTEE met in regular session (non-budget items) on October 24, 2001, and recommend the following motions:

**Land Conservation Subcommittee**

1. Thursday’s Note dated October 4, 2001. Receive and place on file.
2. Notice of First Annual Specialty Food and Small Farm Marketing Conference November 2<sup>nd</sup> and November 3<sup>rd</sup>, 2001. Receive and place on file.

**Planning, Development and Transportation Committee**

1. Review minutes of:
  - a) Solid Waste Board (8/27/01).
  - b) Planning Commission Board of Directors (9/5/01).
  - c) Sewage Plan Update Steering Committee (9/18/01).
  - d) Planning Commission Board of Directors Elderly & Disabled Transportation Subcommittee (4/10/01).
  - e) Brown County Subdivision Ordinance Update Review Committee (9/5/01).
  - f) Sewage Plan Update Steering Committee (10/2/01).Receive and place on file.
2. Highway – Communication from Wisconsin Department of Transportation, Terry Mulcahy, Secretary, regarding: Funding and policy changes for state highway maintenance and traffic operations program. (Referred from October County Board.) Receive and place on file.
3. Airport – Resolution regarding: Petitioning the Secretary of Transportation for Airport Improvement Aid. Committee approved. See Resolutions, Ordinances November County Board.

4. Airport – Director’s report. No action.
5. Airport – Confirmation of appointment of Tom Miller as Airport Director. Confirm appointment. See appointments November County Board.
6. UW-Extension – Owner’s Claim for Damages to Animals (Gary T. Klug). Refer to next month’s meeting.
7. UW-Extension – Director’s report. Receive and place on file.
8. Audit of bills. Pay the bills.

A motion was made by Supervisor Antonneau and seconded by Supervisor Vanden Plas to adopt. Vote taken. Motion carried unanimously with no abstentions.

Approved by: \_\_\_\_\_ \s\ Nancy J. Nusbaum, County Executive

Date: 11/27/2001

**No. 9f -- REPORT OF SPECIAL PUBLIC SAFETY COMMITTEE OF OCTOBER 30, 2001 (non-budget items)**

TO THE MEMBERS OF THE BROWN COUNTY  
BOARD OF SUPERVISORS

Ladies and Gentlemen:

The PUBLIC SAFETY COMMITTEE met in *special* session (non-budget items) on October 30, 2001, and recommends the following motions:

1. Resolution regarding: Placement of the Position of Chief Deputy Register in Probate in the Non-Represented Employees’ Classification and Compensation Plan. (Referred from Executive Committee.) Committee Approved. See Resolutions, Ordinances November County Board.

A motion was made by Supervisor Kaye and seconded by Supervisor Queoff to adopt. Vote taken. Motion carried unanimously with no abstentions.

Approved by: \_\_\_\_\_ \s\ Nancy J. Nusbaum, County Executive

Date: 11/27/2001

**No. 9g -- REPORT OF PUBLIC SAFETY COMMITTEE OF NOVEMBER 7, 2001 (non-budget items)**

TO THE MEMBERS OF THE BROWN COUNTY  
BOARD OF SUPERVISORS

Ladies and Gentlemen:

The PUBLIC SAFETY COMMITTEE met in regular session (non-budget items) on November 7, 2001, and recommends the following motions:

1. Review minutes of:
  - a) Emergency Medical Services Council (9/26/01).

- b) Emergency Medical Services Council Executive Committee (9/26/01).
- c) VIP Advisory Board (9/26/01).
- d) Circuit Court Security Committee (9/24/01).
- e) Local Emergency Planning Committee (10/28/01).
- f) Arson Task Force General Membership (9/13/01).
- g) Arson Task Force Board of Directors (9/20/01).
  - 1) Hold items a-b until next month.
  - 2) Receive and place on file items c-g.
- 2. Quarterly Report of Brown County Security/Incident Review Committee (10/1/01). Receive and place on file.
- 3. Appointment of David Tellock, Public Safety Communications Director and David Hemes, Emergency Management Director (Interim) to EMS Council. Committee approved. See Appointments November County Board.
- 4. Sheriff – Resolution regarding: Staffing Agreement for the Operation of the Brown County Jail and Juvenile Detention Center. Committee approved. See Resolutions, Ordinances November County Board.
- 5. Sheriff – Monthly Update from Sheriff regarding: Probation and Parole Resolution. No action.
- 6. Sheriff – Jail Population and Overtime Report. Receive and place on file.
- 7. Sheriff – More information regarding: Overtime documentation. Sheriff Hinz calculate the cost of overtime associated with Airport Security (as of September 11, 2001 and thereafter), and bill the Airport Enterprise Fund for reimbursement of those costs.
- 8. Sheriff's report. (No report.)
- 9. **Closed Session:** Pursuant to Sec. 19.85(1)(c) considering employment, promotion, compensation, or performance evaluation date of a public employee over which the Committee has jurisdiction or exercises responsibility. (No Closed Session held.)
- 10. Audit of Bills. Pay the bills.

A motion was made by Supervisor Moynihan and seconded by Supervisor Kaye to adopt. Vote taken. Motion carried unanimously with no abstentions.

Approved by: \s\ Nancy J. Nusbaum, County Executive

Date: 11/27/2001

**A request was made to take up agenda items 10a thru 10e before breaking and before the Public Hearing.**

#### **No. 10 -- Resolutions, Ordinances:**

A motion was made by Supervisor Simons and seconded by Supervisor Hansen to suspend the rules to adopt Resolutions 10a and 10b with one vote. Vote taken. Roll Call #10:

Ayes: Antonneau, Bunker, Krueger, Hansen, Zima, Queoff, Vanden Plas, Collins, Clancy, Fleck, Watermolen, Schadewald, Schmitz, Schmitt, Haefs, Kaye, Bicoy, Johnson, Kuehn, Marquardt, Schillinger, Moynihan, Simons, Williquette

Total Ayes: 24                      Total Nays: None

Motion carried unanimously with no abstentions.

**No. 10a --     RESOLUTION REGARDING: DISALLOWANCE OF CLAIM (ESTATE OF TERRA LEE ZABEL)**

TO THE HONORABLE CHAIRMAN AND MEMBERS OF THE  
BROWN COUNTY BOARD OF SUPERVISORS

Ladies and Gentlemen:

WHEREAS, a Notice of Claim was filed on June 29, 2001 in the Brown County Clerk's office; and

WHEREAS, said Notice of Claim alleges that the Estate of Terra Lee Zabel sustained damages, and alleges that said damages were caused by Brown County and employees of Brown County; and

WHEREAS, after a review of this matter by the Corporation Counsel's office, said office recommends that the claim be denied.

NOW, THEREFORE BE IT RESOLVED by the Brown County Board of Supervisors that the claim submitted by the Estate of Terra Lee Zabel be and the same is hereby denied, and no action on this claim may be brought against Brown County or any of its officers, officials, agents or employees after six months from the date of service of this notice.

BE IT FURTHER RESOLVED, that a copy of this resolution be forwarded to the claimants and to their attorney, Michael T. Judge, as a notice of disallowance.

Respectfully submitted,  
ADMINISTRATION COMMITTEE

Approved by:       \s\ Nancy J. Nusbaum, County Executive                            Date: 11/27/2001

**No. 10b --     RESOLUTION REGARDING: DISALLOWANCE OF CLAIM (MELISSA LAABS)**

TO THE HONORABLE CHAIRMAN AND MEMBERS OF THE  
BROWN COUNTY BOARD OF SUPERVISORS

Ladies and Gentlemen:

WHEREAS, a Claim was filed on September 27, 2001 in the Brown County Clerk's Office; and

WHEREAS, said Claim alleges that Melissa Laabs sustained damages and alleges that said damages were caused by Brown County and employees of Brown County; and

WHEREAS, after a review of this matter by the Corporation Counsel's office, said office recommends that the Claim be denied.

NOW, THEREFORE, BE IT RESOLVED by the Brown County Board of Supervisors that the Claim submitted by Melissa Laabs be and the same is hereby denied, and no action on this Claim may be brought against Brown County or any of its officers, officials, agents or employees after six months from the date of service of this notice.

BE IT FURTHER RESOLVED, that a copy of this resolution be forwarded to the claimant, Melissa Laabs, as a notice of disallowance.

Respectfully submitted,  
ADMINISTRATION COMMITTEE

Approved by: \s\ Nancy J. Nusbaum, County Executive Date: 11/27/2001

A motion was made by Supervisor Schillinger and seconded by Supervisor Simons to suspend the rules to vote on Resolutions 10c thru 10e together. Vote taken. Motion carried unanimously with no abstentions.

**No. 10c -- RESOLUTION REGARDING: PETITIONING THE SECRETARY OF  
TRANSPORTATION FOR AIRPORT IMPROVEMENT AID**

RESOLUTION PETITIONING THE SECRETARY OF  
TRANSPORTATION FOR AIRPORT IMPROVEMENT AID  
BY  
County Board of Supervisors  
Brown County, Wisconsin

WHEREAS, the County of Brown, Brown County, Wisconsin, hereinafter referred to as the Sponsor, being a municipal Body Corporate of the State of Wisconsin, is authorized by law (sec. 114.11, Wis. Stats.) to acquire, establish, construct, own, control, lease, equip, improve, maintain, and operate an airport, and

WHEREAS, the Sponsor desires to develop or improve the Austin Straubel International Airport, Brown County, Wisconsin.

**“PETITION FOR AIRPORT PROJECT”**

WHEREAS, airport users have been consulted in formulation of the improvements included in this Resolution, and

WHEREAS, a public hearing was held prior to the adoption of this petition in accordance with Chapter 114.33(2) as amended, and a transcript of the hearing is transmitted with this petition, and

THEREFORE, BE IT RESOLVED, By the Sponsor that a petition for Federal and (or) State Aid in the following form is hereby approved:

The petitioner, desiring to sponsor an airport development project with Federal and/or State aid, in accordance with the applicable State and Federal laws, respectfully represents and states:

1. That the airport, which it is desired to develop, should generally conform to the requirements for a transport type airport as defined by the Federal Aviation Administration.
2. The character, extent, and kind of improvements desired under the project are as follows:
  - a. Runway 18/36 Reconstruction – Phase I (Reconstruct Intersection of Runway 18/36 and Runway 6/24 and related taxiway intersections).
  - b. Relocated ARFF/SRE Buildings;
  - c. Clear runway approaches, and any necessary related work.
3. That the airport project, which your petitioner desires to sponsor, is necessary for the following reasons: to meet the existing and future needs of the airport.

WHEREAS, it is recognized that the improvements petitioned for as listed will be funded individually or collectively as funds are available, with specific project costs to be approved as work is authorized, the proportionate cost of the airport development projects described above which are to be paid by the Sponsor to the Secretary of the Wisconsin Department of Transportation (hereinafter referred to as the Secretary) to be held in trust for the purposes of the project; any unneeded and unspent balance after the project is completed is to be returned to the Sponsor by the Secretary; the Sponsor will make available any additional monies that may be found necessary, upon request of the Secretary, to complete the project as described above; the Secretary shall have the right to suspend or discontinue the project at any time additional monies are found to be necessary by the Secretary, and the Sponsor does not provide the same; and

WHEREAS, the Sponsor is required by law (sec. 114.32(5), Wis. Stats.) to designate the Secretary as its agent to accept, receive, receipt for and disburse any funds granted by the United States under the federal Airport and Airway Improvement Act, and is authorized by law to designate the Secretary as its agent for other purposes.

#### **‘DESIGNATION OF SECRETARY OF TRANSPORTATION AS SPONSOR’S AGENT’**

THEREFORE, BE IT RESOLVED, by the Sponsor that the Secretary is hereby designated as its agent and is requested to agree to act as such in matters relating to the airport development project described above, and is hereby authorized as its agent to make all arrangements for the development and final acceptance of the completed project whether by contract, agreement, force account or otherwise; and particularly, to accept, receive, receipt for and disburse federal monies or other monies, either public or private, for the acquisition, construction, improvement, maintenance and operation of the airport; and, to acquire property or interests in property by purchase, gift, lease, or eminent domain under Chapter 32 of the Wisconsin Statutes; and, to supervise the work of any engineer, appraiser, negotiator, contractor

or other person employed by the Secretary; and, to execute any assurances or other documents required or requested by any agency of the federal government and to comply with all federal and state laws, rules, and regulations relating to airport development projects.

FURTHER, the Sponsor requests that the Secretary provide, per Section 114.33(8)(a) of the Wis. Stats., that the Sponsor may acquire the required land or interests in land that the Secretary shall find necessary to complete the aforesaid project.

### **“AIRPORT OWNER ASSURANCES”**

AND BE IT FURTHER RESOLVED, that the Sponsor agrees to maintain and operate the airport in accordance with certain conditions established in Chapter Trans 55, Wisconsin Administrative Code, or in accordance with Sponsor assurances enumerated in a Federal Grant Agreement.

AND BE IT FURTHER RESOLVED THAT THE County Clerk and County Executive be authorized to sign and execute the Agency Agreement authorized by this Resolution.

RESOLUTION INTRODUCED BY:  
Planning, Development & Transportation Committee

\s\ Nancy J. Nusbaum  
County Executive

11/27/2001  
Date

### **CERTIFICATION**

I, Darlene K. Marcelle, Clerk of the County of Brown, Wisconsin, do hereby certify that the foregoing is a correct copy of a Resolution introduced at a meeting of the Brown County Board of Supervisors on November 12, 2001, adopted by a majority vote, and recorded in the minutes of said meeting.

\s\ Darlene K. Marcelle  
County Clerk  
November 27, 2001  
Date

### **AGENCY AGREEMENT DEPARTMENT OF TRANSPORTATION BUREAU OF AERONAUTICS Madison, Wisconsin**

### **AN AGREEMENT DESIGNATING THE SECRETARY OF TRANSPORTATION AS ITS AGENT**

WHEREAS, the County of Brown, Brown County, Wisconsin, hereinafter referred to as the Sponsor, desires to sponsor an airport development project to be constructed with federal aid and/or state aid, specifically, the Austin Straubel International Airport project to:

Runway 18/36 Reconstruction – Phase I (Reconstruct Intersection of Runway 18/36 and Runway 6/24 and related taxiway intersections), Relocate ARFF/SRE Buildings, and any necessary related work and,

WHEREAS, the Sponsor adopted a resolution on November 12, 2001 a copy of which is attached hereto and the prescribed terms and conditions of which are hereby fully incorporated into this agreement, designating the Secretary as its agent and requesting the Secretary to act as such as set forth in the resolution; and

WHEREAS, upon such request, the Secretary is authorized by law to act as agent for the Sponsor until financial closing of this project;

NOW THEREFORE, the Sponsor and the Secretary do mutually agree that the Secretary shall act as the Sponsor's agent in the matter of the airport development described above as provided by law and as set forth in the attached resolution; provided, however, that the Secretary is not required to provide legal services to the Sponsor.

IN WITNESS WHEREOF, the authorized representatives of the parties hereto have affixed their signatures and the seal of the parties.

WITNESS:

The County of Brown, Brown County, WI  
Sponsor

\s\ Darlene K. Marcelle  
Brown County Clerk

By: \s\ Nancy J. Nusbaum  
County Executive

Date: 11/27/01

Date: 11/27/01

.....

By: Secretary of Transportation

David M. Greene, Director  
Bureau of Aeronautics

Date: \_\_\_\_\_

Approved by: \s\ Nancy J. Nusbaum, County Executive

Date: 11/27/2001



No. 10d -- **RESOLUTION REGARDING: PLACEMENT OF THE POSITION OF  
CHIEF DEPUTY REGISTER IN PROBATE IN THE CLASSIFICATION  
AND COMPENSATION PLAN**

TO THE HONORABLE CHAIRMAN AND MEMBERS OF THE  
BROWN COUNTY BOARD OF SUPERVISORS

Ladies and Gentlemen:

WHEREAS, Sec. 851.71(2) of the Wisconsin Statutes authorizes the circuit judges of the County to appoint Chief Deputy Registers in Probate subject to the approval of the Chief Judge, and the existing position of Chief Deputy Register in Probate has changed in its scope, authority, duties and responsibilities to include managerial, budgetary and supervisory functions including supervision, performance evaluations, hiring, disciplines, overseeing the day to day operations and other such supervisory, budgetary and managerial duties as needed as pursuant to attached Order dated August 29, 2001; and

WHEREAS, the changes in the existing Chief Deputy Register in Probate position with enlarged managerial, budgetary and supervisory responsibilities as set forth in the said Order is necessary for the efficient functioning of the Register in Probate Office and such court functions are within the Constitutional and superintending power of the circuit judges of Brown County and its Chief Judge; and

WHEREAS, the Register in Probate recommends the placement of the Chief Deputy Register in Probate into the non-represented employees' classification and compensation plan, said position has been a Courthouse Bargaining Unit position and the placement of a Chief Deputy Register in Probate in the Brown County Classification and Compensation Plan for non-represented employees is necessary; and

WHEREAS, the Human Resources Department has completed a study of the supervisory and managerial responsibilities required of the new position and recommends that the position of Chief Deputy Register in Probate be placed in the Brown County Classification and Compensation Plan for non-represented employees at Pay Grade 28, Step 2.

NOW, THEREFORE, BE IT RESOLVED by the Brown County Board of Supervisors that the Chief Deputy Register in Probate, which has been a Courthouse Bargaining Unit position, be placed in the Brown County Classification and Compensation Plan for non-represented employees at Pay Grade 28, Step 2.

BE IT FURTHER RESOLVED that the monies to fund the placement of the Chief Deputy Register in Probate position to the Classification and Compensation plan are available in the Register in Probate budget.

Respectfully submitted,  
PUBLIC SAFETY COMMITTEE  
EXECUTIVE COMMITTEE

STATE OF WISCONSIN

CIRCUIT COURT

BROWN COUNTY

In the Matter of the Appointment of:

**ORDER**

MARY R. KUDICK

Case No. 11983

We, the undersigned Circuit Judges of Brown County, State of Wisconsin, acknowledge the reclassification on October 20, 1993, from Deputy Register in Probate to Chief Deputy Register in Probate by the County of Brown under the Table of Organization in the Register in Probate Office.

In addition to powers and duties provided by Sections 851.72 and 851.73 of the Wisconsin Statutes, under an original Order of Appointment dated May 19, 1989,

**WE HEREBY ORDER** that the Chief Deputy Register in Probate:

- I. Act as the department head in all dealings with the Brown County Executive, Board of Supervisors and all of its committees in the absence of the Register in Probate; and
- II. Prepare and administer the annual budget for the office of the Register in Probate in the absence of the Register in Probate.
- III. Perform other duties as required by the Circuit Judges of Brown County.

Dated this 29<sup>th</sup> day of August, 2001.

BY THE COURT:

\s\ Honorable Donald R. Zuidmulder  
Circuit Court Branch #1

\s\ Honorable Mark A. Warpinski  
Circuit Court Branch #2

\s\ Honorable Sue Bischel  
Circuit Court Branch #3

\s\ Honorable William C. Griesbach  
Circuit Court Branch #4

\s\ Honorable Peter J. Naze  
Circuit Court Branch #5

\s\ Honorable J. D. Mc Kay  
Circuit Court Branch #6

\s\ Honorable Richard J. Dietz  
Circuit Court Branch #7

\s\ Honorable William M. Atkinson  
Circuit Court Branch #8

Approved by: \s\ Nancy J. Nusbaum, County Executive

Date: 11/27/2001

**No. 10e -- RESOLUTION REGARDING: STAFFING AGREEMENT FOR THE OPERATION OF THE BROWN COUNTY JAIL AND JUVENILE DETENTION CENTER**

TO THE HONORABLE CHAIRMAN AND MEMBERS OF THE  
BROWN COUNTY BOARD OF SUPERVISORS

Ladies and Gentlemen:

WHEREAS, PURSUANT TO Department of Corrections Administrative Code, Section 350.07(2) and 346.33(5), a joint determination had been reached between Sheriff Tom Hinz and the Brown County Board of Supervisors on July 19, 2000, to approve the following staffing positions:

1 Jail Administrator	1 Huber Lieutenant
1 Security Lieutenant	6 Sergeants (Shift Supervisors)
1 Electronic Home Monitoring Sergeant	1 Electronic Home Monitoring Deputy
12 Lance Corporals	7 Corporals
127 Correctional Officers	3 Classification Officers
1 Receptionist (Clerk Typist II)	1 Secretary (Secretary III)
1 Account Clerk (Huber)	1 Account Clerk (Main Jail)
1 Nurse Manager (HSU)	4 Shift Nurses (HSU)
1 Psychiatric Nurse (HSU)	

NOW, THEREFORE, BE IT RESOLVED by the Brown County Board of Supervisors that it hereby jointly determines with Sheriff Hinz that the staffing levels identified in this resolution will be set as a guideline based on full occupancy as well as a continued effort toward efficiency and cost saving programs in an effort to streamline operations, thereby reducing overall staffing.

This resolution does not supersede the establishment of jail staffing positions in the Brown County budget process, nor does it set precedent for future staffing determinations made by the Executive or Board of Supervisors through acceptable personnel processes.

Respectfully submitted,  
PUBLIC SAFETY COMMITTEE

Approved by: \s\ Nancy J. Nusbaum, County Executive Date: 11/27/2001

A motion was made by Supervisor Schillinger and seconded by Supervisor Johnson to adopt Resolutions #10c thru #10e. Vote taken. Roll Call #10(a):

Ayes: Antonneau, Bunker, Krueger, Hansen, Zima, Queoff, Vanden Plas, Collins, Clancy, Fleck, Watermolen, Schadewald, Schmitz, Schmitt, Haefs, Kaye, Bicoy, Johnson, Kuehn, Marquardt, Schillinger, Moynihan, Simons, Williquette

Total Ayes: 24 Total Nays: None

Motion carried unanimously with no abstentions.

**No. 11 -- Bills over \$10,000 for periods ending November 1, 2001.**

A motion was made by Supervisor Schadewald and seconded by Supervisor Collins to pay the bills over \$10,000. Vote taken. Motion carried unanimously with no abstentions.

**9:45 a.m. – Chairman Watermolen announced there would be a 15 minute break and the meeting would resume at 10:00 a.m. for the Public Hearing.**

**10:00 a.m. -- PUBLIC HEARING.**

A motion was made by Supervisor Simons and seconded by Supervisor Hansen to suspend the rules to allow interested parties to address the board. Vote taken. Motion carried unanimously with no abstentions.

Timothy Hinkfuss, Green Bay Municipal Judge and Jill Dederich, appeared before the Board. Judge Hinkfuss spoke in favor of the teen court program, which has an annual budget of \$70,000. Judge Hinkfuss explained how the program works: the teen admits guilt; is sentenced to teen court; his peers give the sentence; upon completion of the sentence Jill is notified; if the sentence is not complied with, the teen reports back to the municipal judge for sentencing. Teens sentenced to teen court have a low repeat offender rate. Judge Hinkfuss has made a request of the Sheriff's department for support.

Rabbi Sidney Vineburg spoke as chairman of the Library Board, on the De Pere Library issue. He thanked the committee members for their support of the library. Construction of the Kress Library in De Pere will begin April 2002, with a completion scheduled for April 2003. Schematic plans will be voted on by the Library Board at their next meeting.

A motion was made and seconded to return to the regular order of business. Vote taken. Motion carried unanimously with no abstentions.

**No. 12 -- Such other matters as authorized by law. None.**

**No. 13 -- REVIEW OF 2002 BUDGET & BUDGET RECOMMENDATIONS BY STANDING COMMITTEE**

**No. 13a -- MARKET ADJUSTMENT – CLASSIFICATION AND COMPENSATION PLAN**

The BROWN COUNTY BOARD OF SUPERVISORS (committee as a whole) met on November 12, 2001 in regular session (budget items) and recommends the following motions:

**1. Market Adjustment/Classification and Compensation Plan –**

- a. A motion was made by Chair Keith Watermolen and seconded by Supervisor Jack Krueger:

Adopt a 5-year phase-in of the class and compensation plan as presented in the Executive's budget by reducing the total cost of \$1,268,101 to \$696,789 with a levy impact of \$619,638; covering the cost of implementation 100% with the \$635,520 salary reserve account and returning \$528,688 to the general fund.

**Vote taken: Ayes: 10; Nays: 13; Abstain: 1. Motion Defeated.**

- b. A motion was made by Supervisor Bill Clancy and seconded by Supervisor Mary Marquardt:

Implement the compensation plan by placing all employees at the nearest step in the plan without a loss of income and providing for a 3% cost of living increase except that no employee will receive an increase in excess of \$5,000. Those employees not on the plan will receive increases not to exceed \$5,000 per year until they reach a step in the plan at which time they will progress with annual increases as provided in the plan.

**Vote taken: Ayes: 12; Nays: 11; Abstain: 1. Motion Carried.**

Supervisor Simons wondered if market adjustment deliberations (included in the budget) were discussed at committee meetings. He stated this in response to County Executive Nusbaum's report saying, she didn't want to use her veto power; Supervisor Simons stated the only time she can veto anything is if the Board adds money to the budget.

Supervisor Zima made a motion to remove the Class and Compensation Study from the Budget and place on file.

Supervisor Queoff stated she would be abstaining from voting on the plan because her husband is presently employed by Brown County.

Chairman Watermolen explained that this Class and Compensation plan has been controversial from the beginning. He thanked Brendan Bruss, Director of the Administration Department, for his time. Chairman Watermolen said it was hard for him to come up with a compromise and he presented a market adjustment motion to the Supervisors as follows:

"Adopt a 5-year phase-in of the Class and Compensation Plan as presented in the Executive's budget by reducing the total cost of \$1,268,101 to \$696,789 with a levy impact of \$619,638; covering the cost of implementation 100% with the \$635,520 salary reserve account and returning \$528,688 to the general fund.

Motion by Supervisor Watermolen, seconded by Supervisor Krueger.

Discussion –

Supervisor Krueger supported the Class and Compensation Study saying that DMG Maximus reported back to the committee and answered questions and concerns. They also sent some data back to be restudied and made recommendations. A plan for implementation was made so that administration could move forward with the plan. Supervisor Krueger stated that the County should pay market value wages. He will accept the compromise, but prefers the Executive's plan be included in the budget.

Supervisor Marquardt asked if a representative from DMG was present to respond to the Power Point Papers sent to Supervisors. She asked if the compensation study included salary, fringe benefits, or a combination of salary and fringe benefits.

A motion was made and seconded to suspend the rules to allow a representative from DMG to address the board. Vote taken. Motion carried unanimously with no abstentions.

Susan Winer, representative of DMG, addressed the Board and stated that they did two studies: one on direct hourly pay and the other on benefits. She stated the County's benefits were competitive with comparables. The salary recommendations were based on direct hourly wages separate from benefits.

Supervisor Collins stated that he looks at base pay. They should develop a base pay plan. Benefits are a separate package. Do we have to look at that to see how competitive we are?

Susan Winer responded that we have a base pay range, benefits are not considered.

Supervisor Collins responded with “Is it what other counties receive across the state or other businesses?”

Susan Winer referred him to page 11 of the DMG packet provided. Ten counties were surveyed including the City of Green Bay. Private sector is different from government. Private sector puts a little more into base pay and less into compensation benefits.

Supervisor Schmitz asked Ms. Winer “What counties did you use in your study?”

Susan Winer replied that there were 10 counties in the study (Dane, Fond du Lac, Kenosha, Manitowoc, Outagamie, Racine, Rock, Sheboygan, Waukesha and Winnebago) along with the City of Green Bay and Green Bay School District. She said private sectors were included, however, some chose not to participate in the survey.

Supervisor Schmitt asked if the recent change in our economy has any affect on the accuracy of the salary study.

Susan Winer noted that the survey was done in 1999 and when comparisons were made in 2000 there was no change. She was unaware of any changes when comparing 2001 wages; but stated 2002 might be lower.

Supervisor Hansen asked if Brown County’s study disparities were unique.

Susan Winer said it is not unusual to find variances. Typically, some positions are over and some are under. But since the County’s last study was in 1988, it’s the amount of time between studies causing positions’ pay to be out of whack.

A motion was made by Supervisor Collins and seconded by Supervisor Schmitt to return to the regular order of business. Vote taken. Motion carried unanimously with no abstentions.

Supervisor Moynihan spoke against adopting the Class and Compensation Plan. He believes wages are fare and the county has a generous benefit and retirement plan. He thinks this plan is ill timed and doubts that a significant number of employees will leave if it doesn’t pass. He doesn’t support the Executive’s plan or the compromised plan. He feels each position should be done on a case-by-case basis.

Supervisor Simons spoke against adopting either plan. He believes that government is unique and offers employees job security. Government doesn’t have to deal with loss and profit margins, plant closings and layoffs, and company relocations and downsizing. He stated County employees have good benefits and retirement plans and positions that change significantly should be individually reviewed.

Supervisor Zima agreed with Supervisor Simons and Supervisor Moynihan’s opinions. His concern is that in every market study done, nobody is ever underpaid. He feels exit interviews are the key to understanding employee’s reasons for leaving and identifying salary issues. He thinks many people stay for reasons other than pay, such as quality of life, modest cost of living and low crime rate. Employees have been given annual cost of living raises for the past 10 years. If positions require a market adjustment, it should be done on a case-by-case basis.

Supervisor Bunker asked if administrative employees could form unions?

Human Resources Director, Jim Kalny, stated yes, that was the case in the Highway Department.

Supervisor Bunker asked what it cost in the County?

Mr. Kalny responded that it was a 12% increase due to arbitration.

Supervisor Bunker asked Mr. Kalny to give an example of someone leaving and the cost being higher to replace them.

Mr. Kalny stated it cost about \$3,000 considering staff time involved, testing and on the job training. The highest cost is for recruitment, which averages \$2,500 per job.

Supervisor Schmitz pointed out that union contract negotiations would be affected by administrative market adjustments. The County Board's actions on salary adjustments could be used as a comparable. He cautioned the Board members to be careful of what they do here.

Supervisor Collins liked the modified plan. He stated the main issue was fairness. He didn't think the salary should be adjusted after an employee leaves because a new hire could be making more money than the employee that left.

Supervisor Schadewald stated that a case-by-case basis was done by DMG. What we have to do is make decisions on the budget. He is in favor of the motion presented. Don't constantly throw out everything done by DMG because you don't like it. Make a good decision for Brown County employees; they are the ones who serve the people we represent.

Supervisor Kuehn asked the Administration Director, Brendan Bruss, to tell him what a 3% cost of living adjustment, based on the 2001 budget salaries would amount to.

Mr. Bruss estimated it would amount to \$489,000.

Supervisor Schmitt does not think it is fair to accept the whole study. A case-by-case study is more work but it's better than this all or nothing approach. He said there is already a vehicle in place for the Board to review positions and stated that it would be his preferred approach.

Supervisor Simons didn't think it was fair that unions are going into arbitration for 3% when we are giving some of the administrative staff excessive increases; for example, one department head would receive a 27% pay increase. He is concerned about the disparity in the pay increases between administration and union members; especially, considering the economic impact of where we are today.

Supervisor Johnson spoke against the 5-year phase in. She felt a more responsible approach is to study each position with market disparities and run them through their respective committees. She stated that to approve the plan Carte Blanc is irresponsible with the current downturn in the economy.

Supervisor Bicoy questioned Mr. Bruss and Mr. Kalny about the average and median salary increase costs. Both thought the average plan increase is 6%, but could not give the median salary.

Supervisor Zima stated that some people get a lot and some people get hardly anything. The Executive's plan puts raises in place immediately and the Chairman's plan puts them in place over a five year period. Cost of living increases are not added into this. He feels there is a big disparity between people at the top of the plan compared to the people at the bottom of the plan. Some positions will get hefty increases. He said a "study is just a study". It's just an informational tool. That study has not been wasted because it provides a point of reference for a case-by-case study. Exit interviews should be included in evaluating the study's information. He requested the plan be sent back for a case-by-case study.

Supervisor Williquette questioned the employee turnover rate.

Mr. Kalny stated that based upon 239 FTE Administrative employees, turnovers due to resignations and retirements were as follows: 1998 – 17%; 1999 – 12%; 2000 – 14%; and from January to September 2001 – 6%. Mr. Kalny said that exit interview surveys are sent to employees, but less than one-third of former employees returned them to Human Resources. Of the exit interviews returned only one-fourth indicated that salary was a factor for leaving.

Supervisor Zima asked Mr. Kalny what the private sector turnover rate was.

Mr. Kalny did not know.

Supervisor Zima asked Mr. Kalny if Human Resources did one-on-one exit interviews.

Mr. Kalny stated that his staff did not have time.

Supervisor Zima stated that the County could get a higher rate of exit interview information by doing so.

Supervisor Collins spoke in favor of the modified 5-year plan. He asked the Board to vote for the modified plan and said naysayers should volunteer to serve on a study committee that would bring future recommendations to the board.

Supervisor Fleck wanted a point of clarification regarding the County Executive's reference to using her veto power.

Ms. Nusbaum stated she has been able to solve county issues without a veto. She represents the employees of the county and some issues have been tough, but she has done the right thing for Brown County. If we review positions case-by-case, each month there will be some on the committee's agendas. You will not see a veto from me on this issue.

Supervisor Zima made a point of order stating that the Executive cannot create expenditures with a veto.

Supervisor Johnson wanted the 5-year plan percentages summarized and they were presented as approximately 48% the first year, and 13% for each of the 4 following years.

Supervisor Krueger addressed the exit interview survey and the difficulty in judging them. He said DMG was asked to do a case-by-case study and it has been done. Cost of living adjustments are suppose to prevent employees loss of buying power. He stated as employees tenure builds they are expected to become more proficient at their position and handle more duties. When employees are asked to do more, they should be compensated for that. Over the course of time employees learn to do more, so if we modify the plan, we'd better be ready to modify our rules.

Supervisor Kaye asked if we opted not to go with the 5-year plan, do we give employees a 3% cost of living increase?

Supervisor Simons spoke to a point of clarification about veto power. He said the Executive couldn't add money to the budget; however, she can use the veto to make cuts.

Supervisor Schadewald said he understands the comparisons out there for a couple of reasons and he is glad Supervisor Zima brought it up. He stated the reason we had a big pay raise is because for 13 years we haven't done anything. In the past they got a raise but it was only a cost of living raise. He said the other alternative is for each committee to review each position, which in essence is the same thing that DMG has already done. He thinks an external viewpoint is better because then personalities are not involved.

Supervisor Kuehn wants to know what the regional CPI (Consumer Price Index) was.

Mr. Kalny wanted to look it up and present it later at this meeting.

Supervisor Williquette stated her constituent's feedback regarding adoption of the market adjustment has been positive, and asked supervisors if they received any calls. No response.

Supervisor Collins agrees with Supervisor Schadewald because to send each case back to committee would put the Board in the same predicament as dealing with former residency issues. He said they would be going back to square one by going over the issue again. Each committee would be making recommendations and bog down this body. The people, who are opposed to the 5-year plan, let them come forward. I don't want to go through this every month.

A motion was made by Supervisor Watermolen and seconded by Supervisor Krueger to adopt Chairman Watermolen's market adjustment 5-year plan. Vote taken. Roll Call #13a(1):



Ayes: Bunker, Krueger, Hanson, Collins, Fleck, Watermolen, Schadewald, Schmitz, Bicoy, Williquette

Nays: Antonneau, Zima, Vanden Plas, Clancy, Schmitt, Haefs, Kaye, Johnson, Kuehn, Marquardt, Schillinger, Moynihan, Simons

Abstain: Queoff

Total Ayes: 10      Total Nays: 13      Abstained: 1

Motion defeated.

A motion was made by Supervisor Zima and seconded by Supervisor Haefs to take the pay increases out of the budget, receive and place the study on file until such time as individual studies are brought forward.

A motion was made by Supervisor Schillinger and seconded by Supervisor Johnson to amend Supervisor Zima's motion by providing for a 3% cost of living increase and monies not used should be returned to the Salary Reserve Fund and General Fund.

Supervisor Haefs requested that this amended motion be separated.

Supervisor Schadewald suggested the money be left in the levy for salary adjustments made during the year.

Supervisor Clancy requested that the Board reconsider Chairman Watermolen's motion. He made a motion to break for lunch, which was seconded by Supervisor Schmitt. Chairman Watermolen announced lunch would be taken from 12:00 noon until 1:15 p.m.

The meeting was resumed at 1:30 p.m. All County Supervisors were present.

Supervisor Schmitt made a motion to put Supervisor Zima's motion on hold.

Supervisor Simons proposed a 3% cost of living adjustment across the board. He suggested using the Salary Reserve Fund and then the General Fund. He did not feel all positions needed to be reviewed, but the ones that do should go through the established process.

Supervisor Schadewald clarified the old procedure, stating that some committees will vote to approve adjustments and some won't. Then, 12 years later we'll question the disparity.

Supervisor Kuehn asked Mr. Bruss "Do we know what the 3% amount is?"

Mr. Bruss said 3% difference from the 2001 to 2002 budget amounts to \$374,799.

Supervisor Kuehn asked Human Resources for verification of the Green Bay area's adjustment for cost of living.

Supervisor Schillinger stated that perhaps administration should get the same percent increase as the bargaining units, which is not based on the consumer price index.

Supervisor Johnson asked if benefits are included in the union contracts salary increase percents.

Mr. Kalny responded that benefits are separate.

Supervisor Haefs thinks we are talking about two different issues and requested a separate vote on a 3% salary increase across the board.

Supervisor Clancy does not support a 3% increase, stating that reviewing positions would create a log jam in committees, and presented a revised market adjustment motion.

A motion was made by Supervisor Clancy and seconded by Supervisor Marquardt to "implement the compensation plan by placing all employees at the nearest step in the plan without a loss of income and providing for a 3% cost of living increase except that no employee will receive an increase in excess of \$5,000. Those employees not on the plan will receive increases not to exceed \$5,000 per year until they reach a step in the plan at which time they will progress with annual increases as provided in the plan".

A motion was made to reconsider previous vote. Vote taken. Roll Call #13a(2):

Ayes: Bunker, Krueger, Hansen, Vanden Plas, Collins, Clancy, Fleck, Watermolen, Schadewald, Schmitz, Schmitt, Haefs, Bicoy, Johnson, Kuehn, Marquardt, Williquette

Nays: Antonneau, Zima, Kaye, Schillinger, Moynihan, Simons

Abstain: Queoff

Total Ayes: 17                      Total Nays: 6                      Abstain: 1

Motion carried to reconsider.

Supervisor Simons asked what is the cost of the plan associated with this motion. Figures were given and Supervisor Krueger requested they be stated in layman's terms. The amount of \$107,567 would be an additional savings from amounts indicated in Supervisor Watermolen's plan.

Supervisor Schadewald asked "Do you want to spend \$374,000 for a 3% adjustment or for \$589,000 for Supervisor Clancy's plan, which amounts to \$1,000 per employee?" Adopting the later would take care of 65% of the plan.

Supervisor Marquardt supports the plan that Supervisor Clancy has presented.

Supervisor Zima does not support Supervisor Clancy's motion; it is still giving away money for future budgets. He stated some positions' salaries are too high and are not acceptable. The people earning peanuts are the ones really bringing down the average, which makes the ones on top look like they're not getting that much. He said Supervisor Clancy's motion is essentially the same as the Chair's motion. He supports the Vice Chairs motion for a 3% increase and believes that this would be acceptable to the public.

Supervisor Collins said that detractors have no plan of their own and Supervisor Zima is against any plan. He thinks Supervisor Clancy presented a reasonable compromise.

Vote was taken on Supervisor Clancy's plan. Roll Call #13a(3):

Ayes: Bunker, Krueger, Hansen, Vanden Plas, Collins, Clancy, Fleck, Watermolen, Schadewald, Bicoy, Marquardt, Williquette

Nays: Antonneau, Zima, Schmitz, Schmitt, Haefs, Kaye, Johnson, Kuehn, Schillinger, Moynihan, Simons

Abstain: Queoff

Total Ayes: 12                      Total Nays: 11                      Abstained: 1

Motion carried.

Supervisor Krueger stated he doesn't ever want to be on a Class and Compensation Study again. Chairman Watermolen said he never wants to see one again. He would like to see the ordinance changed and position changes brought forward at the committee level.

Approved by: \_\_\_\_\_ \s\ Nancy J. Nusbaum, County Executive                      Date: 11/27/2001

**No. 13b --      REPORT OF ADMINISTRATION COMMITTEE OF NOVEMBER 1, 2001**  
**(budget items)**

TO THE MEMBERS OF THE BROWN COUNTY  
BOARD OF SUPERVISORS

Ladies and Gentlemen:

The ADMINISTRATION COMMITTEE met in regular session (budget items) on November 1, 2001, and recommends the following motions:

1. **Clerk** – Review of 2002 department budget (page 39). Approve Clerk’s budget.
2. **Corporation Counsel** – Review of 2002 department budget (page 49). Approve Corporation Counsel’s budget.
3. **Facility Management** – Review of 2002 department budget (page 63). Approve Facility Management’s budget.
4. \*\* **Department of Administration** – Review of 2002 department budget (page 23). Approve Department of Administration’s budget.  
 \*\* Delete position of Business and Operations Manager and delete \$73,000 from the Administration Department budget as per the County Board on November 12, 2001.
5. **Treasurer** – Review of 2002 department budget (page 93). Approve Treasurer’s budget.
6. **Human Resources** – Review of 2002 department budget (page 79). Approve Human Resources’ budget.
  - a. Classification and Compensation Plan. No action.

#### **Year 2002 Nondivisional Budgets Review**

7. Debt Service Fund (page 471). Approve.
8. Capital Projects Reserve Fund (page 477). Approve.
9. Capital Projects Bonding (page 478). Approve.
10. Capital Projects Descriptions (page 479). Approve.
11. Capital Projects Funds (page 480). Approve.
12. Taxes and Special Revenues (page 483). Approve.
13. Trust, Agency, Special Revenue, & Certain Internal Services Funds (page 484). Approve.

A motion was made by Supervisor Clancy and seconded by Supervisor Queoff to adopt. Vote taken. Motion carried unanimously with no abstentions.

Approved by: \s\ Nancy J. Nusbaum, County Executive

Date: 11/27/2001

#### **No. 13c(i) REPORT OF PUBLIC SAFETY COMMITTEE OF OCTOBER 30, 2001 (budget items – Circuit Courts, Clerk of Courts, District Attorney, Medical Examiner, Sheriff)**

TO THE MEMBERS OF THE BROWN COUNTY  
BOARD OF SUPERVISORS

Ladies and Gentlemen:

The PUBLIC SAFETY COMMITTEE met in special session (budget items) on October 30, 2001, and recommends the following motions:

1. **Circuit Courts** – Review of 2002 department budget (page 107). Adopt.
2. **Clerk of Courts** – Review of 2002 department budget (page 115). Approve.
3. **District Attorney** – Review of 2002 department budget (page 123).
  - a) Add a legal secretary position at a cost of \$37,394, move \$28,600 from “temporary replacement help” to “regular earnings”; add \$3,395 to “outlay” and

take \$2,000 from “copy expense”, \$1,233 from “office supplies”, \$2,261 from “travel, conference & training”, \$2,000 from “other contracted services” and \$7,000 from “expert witness” for a net savings of \$2,305.

- b) Amend budget as articulated.
- c) Move amended budget forward to County Board.
- 4. **Medical Examiner** – Review of 2002 department budget (page 131). Approve with the caveat that salaries and fringe benefits will be debated on the County Board floor.
- 5. **Sheriff** – Review of 2002 department budget (page 155).
  - a) Reduce equipment non-outlay to \$90,000. Ayes: 2(Kaye, Zima); Nays: 3(Bicoy, Schmitt, Moynihan, Jr.). Motion defeated.
  - b) Reduce equipment non-outlay to \$100,000. Unanimous.
  - c) Approve travel/conference/training as is. Ayes: 4(Bicoy, Schmitt, Kaye, Moynihan, Jr.); Nays: 1 (Zima). Motion Carried.
  - d) Approve professional services as presented. Unanimous.

A motion was made by Supervisor Kaye and seconded by Supervisor Krueger to transfer \$10,000 from Speed Dare Account to Teen Court to offset budget costs. Voice vote taken. Motion carried unanimously with no abstentions.

Sheriff Hinz explained the flow of money in the speed/dare account and that there were changes in policies that allowed for this transfer. Sheriff Hinz stated that \$8900 is allocated in that fund with anticipated income of \$1,100 forthcoming from the courts.

Supervisor Kaye requested that supervisors refer to page 480 of the budget book regarding Jail Construction cost of \$250,000 in expenditures and a balance of \$971,984. He stated these funds will be used to renovate the Huber facility. Following the renovation costs, this should close out the fund.

Supervisor Zima asked the Chair if the board will be reviewing position additions/deletions separate from committees.

Chair Watermolen stated that they are included with the committees and will not be taken separately.

A motion was made by Supervisor Zima and seconded by Supervisor Simons to separate out new positions in all departments. Vote taken. Motion carried unanimously with no abstentions.

A motion was made by Supervisor Zima and seconded by Supervisor Simons to revisit the Administration Committee’s budget and review the position of Business and Operations Analyst. Vote taken. Motion carried unanimously with no abstentions.

Supervisor Schmitt stated that this position was originally going to be put in the Public Safety budget. Funds were moved from Public Safety to the Administration Committee for this position so the duties would include all capital projects. He does not support removing this position.

Supervisor Kaye asked if these are duties the Internal Auditor could assume.

Supervisor Marquardt agrees that the job description compliments the Internal Auditor’s duties and she can’t see adding another position. She thinks if the job should become too much, the Internal Auditor could come back to committee to request additional help.

Supervisor Schadewald said the Business and Operations Analyst position was approved during the reorganization of the Administration department and he doesn’t understand where the reluctance comes in now. Somebody needs to do the work, so he supports the position because it was approved at Jail and Administration meetings.

Supervisor Zima said for about a year we were looking at someone to operate the jail. The business manager position was unsatisfactory. He can't justify spending an additional \$73,000 on a new position when the Board has an Internal Auditor who could perform the functions. If the Internal Auditor cannot handle it, we should contract for help until the job is finished.

Supervisor Antonneau wanted clarification of the job duties of the Internal Auditor and Business and Operations Analyst positions. Confirmation was given that they are the same. Supervisor Simons stated that recently they added the capital projects manager in Facilities to do the same thing. He doesn't think the additional position is warranted and that the capital projects manager should work with the internal auditor to perform business and operations analysis.

A motion was made and seconded to delete the position and funding for the Business and Operations Manager in the Administration Department. Vote taken. Roll Call #13c(i)(1):

Ayes: Antonneau, Bunker, Zima, Vanden Plas, Watermolen, Schmitz, Haefs, Kaye, Bicoy, Johnson, Kuehn, Marquardt, Moynihan, Simons

Nays: Krueger, Hansen, Queoff, Collins, Clancy, Fleck, Schadewald, Schmitt, Schillinger, Williquette

Total Ayes: 14                      Total Nays: 10

Motion carried to delete the position of Business & Operations Analyst.

A motion was made by Supervisor Zima and seconded by Supervisor Marquardt to delete the funding allocated for the Business and Operations position in the Administration Department. Voice vote taken. Motion carried unanimously with no abstentions.

Approved by: \s\ Nancy J. Nusbaum, County Executive                      Date: 11/27/2001

**No. 13c(ii) -- REPORT OF PUBLIC SAFETY COMMITTEE OF NOVEMBER 7, 2001  
(budget items: Public Safety Communications; continuation of District  
Attorney and Sheriff)**

TO THE MEMBERS OF THE BROWN COUNTY  
BOARD OF SUPERVISORS

Ladies and Gentlemen:

The PUBLIC SAFETY COMMITTEE met in special session (budget items) on November 7, 2001, and recommends the following motions:

1. **District Attorney (continued from October 30, 2001 meeting)** – Review of 2002 department budget with regard to the Legal Secretary Position.  
With regard to the motion that was made at the October 30, 2001 meeting, the following has been changed: (last sentence)  
... “for a net savings of \$2,305” — “...for a net savings of \$2,400”.
2. **Public Safety Communications** – Review of 2002 department budget (page 135).  
Adopt budget as is and pass on to County Board.
  - a) Director's report (Cost savings of the new system of Public Safety Communications from Dave Tellock.) No action.
3. Sheriff (continued from October 30, 2001 meeting) – Review of 2002 department budget (page 155).

- a) Reduce the cost of two mid-size investigator cars to \$12,000 per car and try it for one year.
- b) Reduce the request from nine to seven full-size patrol squad cars. Ayes: 4 (Zima, Schmitt, Kaye, Moynihan, Jr.); Nays: 1 (Bicoy). Motion Carried.
- c) Take \$9,000 for accreditation renewal and training out of the budget. Ayes: 2 (Zima, Kaye); Nays: 3(Bicoy, Schmitt, Moynihan, Jr.) Motion Defeated.
- d) Approve the budget as modified (excluding salaries) and send it on to County Board.

A motion was made by Supervisor Moynihan and seconded by Supervisor Johnson to adopt. Vote taken. Motion carried. Supervisor Krueger voted nay.

Supervisor Kaye stated that currently there are sworn officers working at the Public Safety Communications Center performing some supervisory duties, filling in for vacations, and providing staff support. These officers will be returning to the traffic division and requires the addition of 6 public safety employees to be added to the staff.

Approved by: \s\ Nancy J. Nusbaum, County Executive

Date: 11/27/2001

**No. 13d -- REPORT OF PLANNING, DEVELOPMENT AND TRANSPORTATION COMMITTEE AND LAND CONSERVATION SUBCOMMITTEE OF OCTOBER 24, 2001 (budget items)**

TO THE MEMBERS OF THE BROWN COUNTY  
BOARD OF SUPERVISORS

Ladies and Gentlemen:

The PLANNING, DEVELOPMENT AND TRANSPORTATION COMMITTEE AND LAND CONSERVATION SUBCOMMITTEE met in regular session (budget items) on October 24, 2001, and recommend the following motions:

**Land Conservation Subcommittee**

1. Review of 2002 department budget (page 371). Approve proposed Land Conservation Budget.

**Planning, Development and Transportation Committee**

1. **Airport** – Review of 2002 department budget (page 179). Approve proposed Airport budget.
2. **Highway** – Review of 2002 department budget (page 193). Approve proposed Highway budget.
3. **Planning** – Review of 2002 department budget (page 381).
  - a) Approve budget and \$65,000 designated to Advance with stipulation that the money is not released until after the spring election. If Advance conducts classes or flyers against candidates, the money be returned to the General Fund. Ayes: 2 (Schmitz, Vanden Plas); Nays: 2 (Bicoy, Antonneau); Excused: 1 (Williquette). Motion defeated.

- b) Approved proposed Planning budget.
4. **Port and Solid Waste** – Review of 2002 department budget (page 395). Approve proposed Port and Solid Waste budget.
  5. **Register of Deeds** – Review of 2002 department budget (page 411). Approve proposed Register of Deeds budget.
  6. **Survey** – Review of 2002 department budget (page 419). Approve proposed Survey budget.
  7. **UW – Extension** – Review of 2002 department budget (page 427). Approve proposed UW-Extension budget.
  8. **Zoning** – Review of 2002 department budget (441). Approve proposed Zoning budget.

A motion was made by Supervisor Antonneau and seconded by Supervisor Bunker to adopt except for item no. 3a. Vote taken. Motion carried unanimously with no abstentions.

Item #3a – Approve budget and \$65,000 designated to Advance with stipulation that the money is not released until after the spring election. If Advance conducts classes or flyers against candidates, the money is to be returned to the General Fund.

Supervisor Zima requested to hold out item number 3a, \$65,000 funding for Advance Program.

A motion was made by Supervisor Zima and seconded by Supervisor Marquardt to delete the funding from the budget. Vote taken. Roll Call #13d(1):

Ayes: Zima, Vanden Plas, Clancy, Haefs, Kaye, Marquardt, Simons, Williquette

Nays: Antonneau, Bunker, Krueger, Hansen, Queoff, Collins, Fleck, Watermolen, Schadewald, Schmitz, Schmitt, Bicoy, Johnson, Kuehn, Moynihan

Abstain: Schillinger

Total Ayes: 8                      Total Nays: 15                      Abstain: 1

Motion defeated.

Approved by: \s\ Nancy J. Nusbaum, County Executive                      Date: 11/27/2001

**No. 13e(i) -- REPORT OF HUMAN SERVICES COMMITTEE OF OCTOBER 17, 2001**  
**(budget items – Syble Hopp School)**

TO THE MEMBERS OF THE BROWN COUNTY  
BOARD OF SUPERVISORS

Ladies and Gentlemen:

The HUMAN SERVICES COMMITTEE met in regular session (budget items) on October 17, 2001, and recommends the following motions:

1. Syble Hopp School – Review of 2002 Department budget (page 293). Approve.

A motion was made by Supervisor Bunker and seconded by Supervisor Clancy to adopt. Vote taken. Motion carried. Supervisor Zima voted nay.

Approved by: \s\ Nancy J. Nusbaum, County Executive                      Date: 11/27/2001

**No. 13e(ii) -- REPORT OF HUMAN SERVICES COMMITTEE OF NOVEMBER 5, 2001  
(budget items – Aging Resource Center of Brown County, Health, Human  
Services, Veterans Services)**

TO THE MEMBERS OF THE BROWN COUNTY  
BOARD OF SUPERVISORS

Ladies and Gentlemen:

The HUMAN SERVICES COMMITTEE met in special session (budget items) on November 5, 2001, and recommends the following motions:

1. **Health Department** – Review of 2002 Department budget (page 229). Approve the 2002 Health Department budget.
2. **Aging Resource Center of Brown County** – Review of 2002 Department budget (page 215). Approve the 2002 Aging Resource Center budget.
3. **Veteran's Department** – Review of 2002 Department budget (page 303). Approve the 2002 Veteran's Department budget.
4. **Human Services Department** – Review of Department Budget (page 241). Approve the 2002 Human Services Department budget.

A motion was made by Supervisor Bunker and seconded by Supervisor Clancy to adopt. Vote taken. Motion carried. Supervisor Zima voted nay.

Approved by: \s\ Nancy J. Nusbaum, County Executive Date: 11/27/2001

**No. 13f -- REPORT OF EDUCATION AND RECREATION COMMITTEE OF  
OCTOBER 25, 2001 (budget items)**

TO THE MEMBERS OF THE BROWN COUNTY  
BOARD OF SUPERVISORS

Ladies and Gentlemen:

The EDUCATION AND RECREATION COMMITTEE met in regular session (budget items) on October 25, 2001, and recommends the following motions:

1. **Golf Course** – Review of 2002 Department budget (page 315). Approve budget and send on to County Board.
2. **Museum** – Review of 2002 Department budget (page 337). Approve budget and send on to County Board.
3. **Library** – Review of 2002 Department budget (page 327).
  - a) Add \$37,000 back into budget and earmark it for the collection for the new library. Ayes: 1(Kuehn); Nays: 4(Hansen, Johnson, Antonneau, Simons). Motion defeated.



4. **Parks** – Review of 2002 Department budget (page 347).  
a) Approve budget and send on to County Board.  
b) Add \$18,000 to Triangle Ski Hill. Motion Withdrawn.

A motion was made by Supervisor Johnson and seconded by Supervisor Hansen to adopt except for item #4b. Vote taken. Motion carried unanimously with no abstentions.

Supervisor Schmitz made a motion to reinstate \$18,000 to the City of Green Bay for Triangle Hill.

Supervisor Schillinger stated that the county owns Triangle Hill, but it is leased to and operated by the City. Motion carried unanimously with no abstentions.

A motion was made by Supervisor Kuehn and seconded by Supervisor Collins to transfer \$18,000 to the Village of Allouez for maintenance of soccer fields. Supervisor Kuehn stated that non-residents use its soccer fields and felt the County should fund it at the same level of funding for Triangle Hill.

Supervisor Marquardt and Supervisor Schmitt disagree because other municipalities are not receiving funding for their parks.

Supervisor Hansen stated that the library, zoo and museum budgets have been reduced and he did not support funding of the Allouez soccer fields.

Supervisor Collins asked how much the City of Green Bay pays the County to lease Triangle Hill?

There was no response.

Supervisor Kuehn stated that both the soccer field and Triangle Hill are specialized recreational parks and the soccer field doesn't generate revenue.

Supervisor Krueger asked if Allouez charges non-residency fees.

Supervisor Kuehn said there is no fee.

Vote taken on motion to transfer \$18,000 to the Village of Allouez for maintenance of soccer fields. Roll Call #13f(1):

Ayes: Collins, Kuehn

Nays: Antonneau, Bunker, Krueger, Hansen, Zima, Queoff, Vanden Plas, Clancy, Fleck, Watermolen, Schadewald, Schmitz, Schmitt, Haefs, Kaye, Bicoy, Johnson, Marquardt, Schillinger, Moynihan, Simons, Williquette

Total Ayes: 2                      Total Nays: 22

Motion defeated.

Approved by: \s\ Nancy J. Nusbaum, County Executive                      Date: 11/27/2001

**No. 13g -- REPORT OF EXECUTIVE COMMITTEE OF NOVEMBER 5, 2001**  
**(budget items)**

TO THE MEMBERS OF THE BROWN COUNTY  
BOARD OF SUPERVISORS

Ladies and Gentlemen:

The EXECUTIVE COMMITTEE met in regular session (budget items) on November 5, 2001, and recommends the following motions:

## **Budget Review**

### **Nondivisional Budgets**

1. County Executive – Review of 2002 department budget (page 461). Approve County Executive's 2002 budget.
2. Board of Supervisors – Review of 2002 department budget (page 453). Approve County Board's 2002 budget.
3. Board of Supervisors Compensation, 2002-2003 (Chair Keith Watermolen & Vice Chair, Pat Schillinger).
  - \*\* a) Approve a 3% across the board increase for the Board of Supervisors. Ayes: 4(Hansen, Kaye, Schillinger, Watermolen); Nays: 2(Bunker, Williquette); Excused: 1(Schadewald). Motion Carried. (See Attached.)
  - \*\* Delete Item #3a as per the County Board on November 12, 2001.
  - b) Forward Supervisor Mary Marquardt's proposal regarding Board of Supervisors compensation to the County Board for their review with no recommendation. Ayes: 5(Bunker, Hansen, Kaye, Watermolen, Williquette); Nays: 1(Schillinger); Excused: 1(Schadewald). Motion Carried. (See Attached.)

Attachment for Item #3a:

October 2, 2001

**TO: County Board of Supervisors**

**SUBJECT: Compensation for Board of Supervisors 2002-2004.**

Dear Supervisor:

As many of you know, our County Board is responsible for voting at the November 2001 meeting on compensation for the Board of Supervisors for the next session (2002-2004). We have reviewed compensations from past years and the following figures are what we are proposing. Keep in mind, we tried to keep the difference between the amounts (Chair, Vice Chair and supervisors) consistent with previous years:

#### **Session 1998-2000**

1998		1999	
County Board Chair	\$9,800	County Board Chair	\$10,825
Vice Chair	\$7,800	Vice Chair	\$ 8,825
Supervisors	\$6,300	Supervisors	\$ 7,325

#### **Session 2000-2002**

County Board Chair	\$11,000
Vice Chair	\$ 9,000
Supervisors	\$ 7,500

**Proposal for 2002-2004**

2002		2003	
County Board Chair	\$11,300	County Board Chair	\$11,600
Vice Chair	\$ 9,300	Vice Chair	\$ 9,600
Supervisors	\$ 7,800	Supervisors	\$ 8,100

(This represents an approximate 3% increase each year. The insurance payment cost would remain at 25%.)

This proposal will be presented at the Executive Committee on November 5, 2001, then will go on to the full County Board at our November budget meeting. We welcome your thoughts and/or ideas regarding this package.

Very truly yours,

\s\ Keith R. Watermolen  
Chair, Board of Supervisors

\s\ Pat Schillinger  
Vice Chair, Board of Supervisors

Attachment for Item #3b:

TO: Board of Supervisors  
FROM: Supervisor Mary Marquardt  
DATE: November 6, 2001  
SUBJECT: Supervisor's Compensation Proposals

The enclosed proposals were created to rectify a perceived inequity in the Supervisors' compensation. A variation of Option A was introduced to the Executive Committee on Monday, November 5, 2001. It was suggested that these proposals go to the full board for discussion at the November 12, 2001 budget meeting. Options B & C were added to illustrate the concept being proposed. An explanation of the options and the benefits of the proposal are included on the proposal sheet.

Thanks for your consideration of this matter. If you have any questions and would like to discuss this prior to the county board meeting, I will be available @ 465-8790 on Friday November 9<sup>th</sup> or Saturday November 10<sup>th</sup>.

MM:nja  
Attachment

**SUPERVISOR COMPENSATION PROPOSALS**  
To be discussed November 12, 2001  
Presented by Supervisor Marquardt

	Current	Option A	Proposals Option B	Option C
Salary (ignoring chair & vice chair differential)	7,500	7,500	7,800	7,500
Compensation in lieu of health & dental fringe		8,250	0	3,150
New Salary		15,750	7,800	10,650

FICA & Work. Comp. Ins. (7.65% + .0025%)	x	<u>1.076525</u>	<u>1.076525</u>	<u>1.076525</u>	<u>1.076525</u>
Salary & FICA & Work. Comp. Ins.	=	8,074	16,955	8,397	11,465
# of Supervisors	x	<u>24</u>	<u>24</u>	<u>24</u>	<u>24</u>
Total Annual Salary and Workers Compensation Insurance	=	193,775	406,926	201,525	275,160

Estimated Health & Dental Ins. (9,063*12 months)	108,756
Less 25% Supervisor Contribution	<u>-27,189</u>
Net Health & Dental Insurance Premiums	81,567

Total Cost	<u>275,342</u>	<u>406,926</u>	<u>201,525</u>	<u>275,160</u>
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Additional Levy Impact	<u>131,585</u>	<u>-73,816</u>	<u>-182</u>
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#### Health & Dental Insurance Costs

(2002 Proposed Budget Rates)

3 Supervisors Basic Health Family (3 * 927.06)	2,781
1 Supervisor Basic Health Single (1 * 347.73)	348
3 Supervisors HSP Health Family (3 * 760.56)	2,282
3 Supervisors PPO Health Family (3 * 836.70)	2,510
12 Supervisors Dental Family (12 * 95.17)	<u>1,142</u>
	9,063

- Option A: Increase in supervisor compensation with decrease in county share of health & dental premiums from 75% to 0% to maintain same take home pay for health & dental participants.
- Option B: Supervisor compensation \$300 cost of living increase as recommended by Executive Committee with decrease in county share of health & dental premiums from 75% to 0%.
- Option C: Increase in supervisor compensation with decrease in county share of health & dental premiums from 75% to 0% resulting in no additional levy increase.

#### Benefits of Proposal:

- Equity in Board Compensation  
Same compensation for same duties  
Current equity: Non-participating supervisor compensation \$7,500  
Participating supervisor compensation (average) \$15,930 (112% benefit)
- Increase in Health Care Premiums Born by User  
No hidden increase in compensation  
Today: 15% increase in premiums = \$11,360 born by taxpayers
- Health & Dental Insurance is Still Available  
May want to limit to those who have no other group plan available.  
Today: Premiums 25% Supervisor – 75% County Taxpayer Share  
Proposal: Premiums 100% Supervisor – 0% County Taxpayer Share

#### Implementation

This change in compensation would take place with the installation of the new County Board of Supervisors.

A motion was made by Supervisor Marquardt and seconded by Supervisor Williquette to adopt. Supervisor Marquardt addressed her compensation plan for supervisors' salary equity. She wants to make compensation for supervisors the same. Currently, those choosing health and dental benefits are receiving more than supervisors who don't use them. Every year the people using health and dental benefits are getting increases in pay.

Supervisor Schillinger does not support this plan. His concern is about maintaining consistency. He cited if the supervisors were given a cafeteria type benefit plan, all County employees should have this type of benefit, too.

Supervisor Vanden Plas stated doesn't everyone agree that we need insurance and health coverage? Supervisors are already paying 25% of the premium costs (county funds remaining 75%).

A motion was made by Supervisor Marquardt and seconded by Supervisor Williquette to use Option C for the Supervisors' salary compensation for the next term. Voice vote taken. Motion defeated.

Supervisor Haefs agreed with the Vice Chair Schillinger. I believe that the board chair and vice chair offered the 3% pay increase with insurance.

Supervisor Kuehn reminded everyone that these increases are for the next Board.

Supervisor Zima stated that there have been no increases in the past several budgets and that it's getting harder to keep up with the economy.

Supervisor Schadewald wanted to see wage increases but said if we give ourselves 3%, you're telling unions that they deserve it too. He will vote against it because he thinks their compensation is adequate.

Supervisor Marquardt will not support 3% because of the inequity factor.

Supervisor Collins stated that he has never had anyone tell him that he's not paid enough money. He supported other compensation increase and will support the motion.

Supervisor Kuehn stated that he would vote against run away wage increases.

Supervisor Vanden Plas stated that Winnebago and Outagamie Counties gave supervisors a 6% increase so he feels a 3% increase is reasonable and will support it.

A motion was made by Supervisor Haefs and seconded by Supervisor Zima to approve a 3% across the board increase for the Board of Supervisors establishing compensation for the next session of the County Board. Vote taken. 2/3 vote required. Roll Call #13g(1):

Ayes: Antonneau, Bunker, Krueger, Hansen, Zima, Vanden Plas, Collins, Fleck, Watermolen, Haefs, Kaye, Simons

Nays: Queoff, Clancy, Schadewald, Schmitz, Schmitt, Bicoy, Johnson, Kuehn, Marquardt, Schillinger, Moynihan, Williquette

Total Ayes: 12                      Total Nays: 12

Motion defeated.

A motion was made by Supervisor Collins and seconded by Supervisor Zima to amend the motion to a 2% increase from the 3% increase. Vote taken. Roll Call #13g(2):

Ayes: Hansen, Zima, Collins, Fleck, Watermolen, Kaye, Bicoy

Nays: Antonneau, Bunker, Krueger, Queoff, Vanden Plas, Clancy, Schadewald, Schmitz, Schmitt, Haefs, Johnson, Kuehn, Marquardt Schillinger, Moynihan, Simons, Williquette

Total Ayes: 7                      Total Nays: 17

Motion defeated.

Supervisor Zima stated we voted for huge pay increases for the administrative staff and bicker on an \$11,000 increase for supervisors. He said approving 2% would set the floor for union members.

Supervisor Schadewald stated we have a great responsibility and we should not be compensated for this. We did it together for whatever it is. Don't make this decision for political reasons, but

do it for what is right. He stated that some supervisors are grandstanders who will vote yes on a pay increase and then vote no on the entire budget.

Supervisor Haefs stated that the board must bring more skills to this job and they deal with a lot of different issues. Nobody ever said that people did not deserve a raise. He stated that we earn every cent and then some. You show up all the time and do the best you can. This is only fair. He will not support 2% increase.

Approved by: \s\ Nancy J. Nusbaum, County Executive Date: 11/27/2001

**No. 14 -- RESOLUTION ESTABLISHING THE BROWN COUNTY BUDGET FOR CALENDAR YEAR 2002**

TO THE HONORABLE CHAIRMAN AND MEMBERS OF THE  
BROWN COUNTY BOARD OF SUPERVISORS

Ladies and Gentlemen:

BE IT RESOLVED, that the following sums of money be raised for ensuing year:

School for Handicapped Children	\$1,703,495	
Health	<del>-2,021,419</del>	\$2,009,083
County Aid Bridges		
(Section 81.38, Wis. Stats.)	299,000	
Debt Service Fund	6,888,828	
All Other County Taxes	<u>52,317,290</u>	52,203,431
LEVY.....	<u>63,230,052</u>	63,103,857

BE IT FURTHER RESOLVED, that the County shall apportion the tax for the school for Handicapped Children on all districts participating; and

BE IT FURTHER RESOLVED, that the County shall apportion the tax for the Health Department on all districts participating; and

BE IT FURTHER RESOLVED, that the County shall apportion the tax for bridges under Section 81.38, Wis. Stats., on the taxable property of the taxing districts participating; and

BE IT FURTHER RESOLVED, that the County shall enter in the Tax Apportionment, State Special Charges for Forestry Mill Tax, Section 70.58 (2), Wis. Stats., in the amount of \$2,522,785; and

BE IT FURTHER RESOLVED, that the County shall enter in the Tax Apportionment the 20% Highway County Trunk Bridge assessments as authorized legal taxes against any district in the County, under Section 83.02(2), Wis. Stats., and

BE IT FURTHER RESOLVED, that the budgeted appropriations for purposes of Section 65.90, Wis. Stats., are attached hereto as Exhibit A, and the detailed budget for purposes of Section 59.031(6), Wis. Stats., is the document of which this is part; and

BE IT FURTHER RESOLVED, that the Director of Administration is authorized to make any technical corrections to the budget that are necessary.

A motion was made by Supervisor Hansen and seconded by Supervisor Fleck to adopt the final budget as amended. Vote taken. Roll Call #14(1):

Ayes: Antonneau, Bunker, Krueger, Hansen, Queoff, Vanden Plas, Collins, Clancy, Fleck, Watermolen, Schadewald, Schmitz, Schmitt, Kaye, Bicoy, Johnson, Kuehn, Marquardt, Schillinger, Williquette

Nays: Zima, Haefs, Moynihan, Simons

Total Ayes: 20 Total Nays: 4

Motion to adopt the Brown County 2002 budget carried.

Approved by: \s\ Nancy J. Nusbaum, County Executive Date: 11/27/2001

**No. 15 -- Closing Roll Call:**

Present: Antonneau, Bunker, Krueger, Hansen, Zima, Queoff, Vanden Plas, Collins, Clancy, Fleck, Watermolen, Schadewald, Schmitz, Schmitt, Haefs, Kaye, Bicoy, Johnson, Kuehn, Marquardt, Schillinger, Moynihan, Simons, Williquette

Total Present: 24

**No. 16 -- ADJOURNMENT TO WEDNESDAY, DECEMBER 19, 2001, AT 7:00 P.M.,  
LEGISLATIVE ROOM, 100 N. JEFFERSON STREET, GREEN BAY,  
WISCONSIN**

A motion was made by Supervisor Moynihan and seconded by Supervisor Bunker to adjourn to the above date and time. Vote taken. Motion carried unanimously with no abstentions.

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Sandy Juno, Chief Deputy Clerk, for  
DARLENE K. MARCELLE  
Brown County Clerk